

Nicholaus Spencer

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SUMMARY

HR Manager with a track record building high-impact solutions and improving reliability.

CORE SKILLS

Talent

Recruitment • Onboarding • Sourcing • Employer Branding

Operations

HRIS (Workday/BambooHR)

People Practices

Succession Planning • Employee Relations

Compliance

Diversity & Inclusion • GDPR

EXPERIENCE

HR Business Partner — Kunze - Emard (Jun 2019 - Jan 2022)

- Rolled out benefits and L&D programs that increased retention in key teams by 25%.
- Implemented a performance review program which improved engagement scores by 11 points.
- Managed complex employee relations issues and maintained compliance with local employment law.

HR Manager — Rohan, Dickens and Windler (Nov 2023 - Jan 2026)

- Implemented a performance review program which improved engagement scores by 18 points.
- Led recruitment for 100 roles across EMEA/US, reducing time-to-hire by 39%.
- Managed complex employee relations issues and maintained compliance with local employment law.

People Operations Manager — Moore and Sons (Sep 2024 - Jun 2025)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 102 roles across EMEA/US, reducing time-to-hire by 30%.

People Operations Manager — Hintz, Dickens and Homenick (Mar 2015 - Present)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 11 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 9%.
- Led recruitment for 117 roles across EMEA/US, reducing time-to-hire by 21%.

Talent Acquisition Manager — Gusikowski - Bergnaum (Aug 2022 - May 2025)

- Led recruitment for 45 roles across EMEA/US, reducing time-to-hire by 25%.
- Implemented a performance review program which improved engagement scores by 7 points.

ACADEMIC BACKGROUND

B.A. Business Administration, Larson, Thompson and Kuhlman College (2023)

CERTIFICATIONS

- SHRM-CP
- CIPD Level 5/7